

*Richard E. D'Aquin*  
*Chair*

*William T. (Ron) Roberts, Jr.*  
*Vice Chair*

*Roland M. Touns*  
*Secretary*

*E. Joseph Savoie*  
*Commissioner of*  
*Higher Education*



**BOARD OF REGENTS**

*P.O. Box 3677*  
*Baton Rouge, LA 70821-3677*  
*Phone (225) 342-4253*  
*FAX (225) 342-9318*

*William "Billy" Blake*  
*Scott O. Brame*  
*Reggie Dupré*  
*Frances T. Henry*  
*Robert W. Levy*  
*William A. Oliver*  
*Virgil Robinson, Jr.*  
*Norbert A. Simmons*  
*William Clifford Smith*  
*Pat A. Strong*  
*Artis L. Terrell, Jr.*  
*Steven Sumbler*  
*Student Member*

August 22, 2002

Contact: Kim Hunter Reed

**REGENTS TIGHTEN ADMINISTRATIVE POLICY**

Baton Rouge: The Louisiana Board of Regents moved today to strengthen its policy guiding administrative salaries at public colleges and universities.

Legislators mandated by law that the Board of Regents develop an administrative policy plan in response to negative public reaction to significant administrative salary increases awarded by some system boards in 1999. Today, board members received the 2001-2002 administrative salary report.

Regent member Pat Strong pointed out that in establishing the policy, the Board of Regents took a broad approach, sensitive to the management role of system boards. "We did not want to give the appearance of Big Brother. After two years and some experience in this area, we need to take lessons learned and improve the policy."

For example, the current administrative policy was silent on the use of private funds which are beginning to be used more often across the country to supplement the salaries of campus administrators.

"The statutory language clearly entrusts and expects the Board of Regents to handle these matters in a fashion that is appropriate and worthy of public confidence. We must ensure that administrative salaries remain competitive yet appropriate to the state's financial realities," said Board Chairman Richard D'Aquin.

New changes to the March 2000 policy approved by the board today include:

\*Recognition of the Colleges and Universities Professional Association for Human Resources (CUPA) data as the official state numbers to be used for administrative peer salary comparisons.

\*An expectation that system management boards conduct regular performance assessments of senior officials to inform salary adjustment decisions

ADD ONE  
REGENTS TIGHTEN ADMINISTRATIVE POLICY

- \*Full public disclosure of all administrative compensation packages, regardless of the source of funds
- \*Any salary supplements from private sources are to be controlled by the system management boards
- \* Requirement that administrative salary supplements from private sources not obligate the state or public funds in the future
- \* More timely administrative salary updates

Also, the Board requested staff to provide options in order to tighten the focus of administrative salary comparisons.

“I believe the board fulfilled its obligation today to meet the public expectation that we will continue to stand at the intersection of institution and individual aspirations and public interest,” Savoie said.

The Regents’ policy is designed to provide data to system boards on peer comparisons by type of institution and data on faculty salaries. The policy requires that administrative salaries be no closer to the average of Southern states than faculty salaries.

Commissioner Savoie also pointed out that this year’s report reveals that faculty salaries in Louisiana are dramatically improving and in some cases are only a few points below the average of their southern state counterparts. “Clearly with the assistance of the Governor and legislature we are closing the gap for our faculty.”

In other action, the Board granted:

- Full approval for four baccalaureate programs at LSU - Alexandria to further assist the campus as they seek SACS approval for their change in status to a four-year university
- Distributed \$15 million in library and scientific equipment funds and \$7.6 million in pool funds to community and technical colleges and academic centers
- Approved funding for the continuation of the popular EPAS program for public 8<sup>th</sup> and 10<sup>th</sup> grade students throughout the state which focuses on improving academic and career preparation
- Selected consultant Noel-Levitz to begin working with the state’s community colleges to develop marketing, recruitment and retention plans, while also continuing to assist the four-year universities in developing student retention plans as part of the systemwide enrollment management project.

